



SPEED+ Labor Law Activity Brief

December 2018

SPEED+ support for the reform of Mozambique’s Labor Law (23/2007 of August 1) seeks to create an environment in which businesses can more efficiently respond to economic, technological and market dynamics in order to be competitive and grow, while also providing reasonable protections, rights and benefits to employees in support of a more productive, skilled and flexible workforce.

Building this framework requires the Tripartite Commission to find the right balance between the needs and interests of employers and employees/trade unions. Finding this balance is difficult both pragmatically and politically. Trade-offs are necessary - health benefits, including maternity and paternity leave, are needed to ensure healthier workers and families as well as gender equity, but also must not create an unsustainable economic burden on individual firms or drive up overall costs in the economy.

SPEED+ is supporting Mozambique’s shift towards market-oriented legal and regulatory frameworks, despite the historical vested interests, structural impediments and long-held beliefs that underpin the discussion and decisions. Assistance in finding the right balance can unlock growth that will benefit businesses and workers and support Mozambique’s economic development goals.

Sal & Caldeira worked closely with CTA to analyze the existing law and make over 110 recommendations to the Tripartite Commission. The current proposed revision reflects some of these recommendations, though it also includes changes that are in contradiction to the SPEED+ recommendations or which find a different balance between the needs and interests of employers and employees. The table below summarizes the key areas of reform and provides perspective on the trade-offs in the current proposal.

While there are numerous revisions across the 216 articles of the Law, the benefits and trade-offs can be summarized as follows:

Employers and Employees benefit from new flexible labor contracts—such as intermittent, teleworking and multiple employment—that allow for companies and employees to remain nimble while navigating a growing economy. The approach to employee privacy rights was balanced, with a prohibition against physical examination of employees or inspection of bags on entry/exit of company property, while allowing evidence from video/camera surveillance of employees in criminal cases but not for performance monitoring. Committing to international standards for protection against discrimination and harassment, as well as for minimum working age and maternity leave, make Mozambique more attractive for investors and establish better workplace culture for all.

Employees gain significantly with increased leave allowances, severance pay, travel allowances and unlimited advantage when determining the hierarchy of sources of law. Trade unions maintained their central role in disciplinary proceedings, and appealing termination was extended. Recommended streamlining and rationalizing rules around foreign workers was not accepted.

Employers can more easily terminate incapable workers, with less liability and lower costs. Collective redundancy was also made easier when justified. More types of businesses (transport, hotels, food retail) will be able to require workers to maintain minimum services during strikes, and the conditions for legal and illegal strikes were clarified. However, the level of business responsibility to trade union intervention (collecting dues, paying for the conduct of union business, engaging them in disciplinary proceedings) was not revised and employers were not granted the right to collective disciplinary proceeding for illegal strikes or the right to lock-out employees during strikes.

A summary of the most significant issues from the reform process follows.

General Provisions

New types of working arrangements are allowed, such as teleworking and intermittent employment, though many areas of work (such as rural labor) that require **special legislation are still not addressed**. **Protection against discrimination is expanded** to sexual orientation, race, disability, ethnic origin, place of birth, religion, educational background, social status, marital status of the parents, profession, political choice, union membership or HIV / AIDS, chronic or degenerative diseases.

The **minimum legal age for work is increased** to international standard, and though the “worst forms of child labor” are prohibited, there is **doubt about the legal treatment of child labor**. New language regarding potential conflicts across different sources of law confers all advantages to workers, stating that **any law which favors workers will take precedence** regardless of the legal hierarchy of sources.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Types of working arrangements	Include new types of working arrangements such as teleworking, and also leave the definition “open-ended” to allow for future expansion of types of contracts.	Teleworking, intermittent employment, shift work and having more than one job are included. However, the revision is not “open-ended” so any	Increased flexibility for both employers and employees, to create new jobs and to adjust to new types of work and to shifting market demands. May allow business to lower overall workforce costs. May reduce

		other types of working arrangements would require a change in the law.	availability of fully-salaried and benefitted jobs.
Special legislation for specific types of work	Recommendation made specifically for rural labor and seasonal work, to specify which parts of the Labor Law apply or do not apply to these types of work. Ideally, develop and implement special legislation governing rural labor and seasonal work.	Mandates the drafting of special legislation within two years to govern a wide range of types of work - domestic, mining, port, maritime, rural, artistic, sports, security and contract work, among others.	The types of work that require special legislation was made even more broad by the addition of "among others". The mandate to create the special legislation could result in better protections and clarity of the legal regime for these types of work, which would benefit both business and employees, but there is no mandate to approve or implement the legislation. Issues facing rural labor will not improve, discouraging hiring and commercialization in agriculture and allowing for continued difficult conditions for rural laborers.
Wage guarantee principle	Harmonize the wage guarantee principle in cases of insolvency with that provided in the Insolvency Law	Changed order of payment to creditors in cases of bankruptcy to include the State ahead of payments of outstanding worker salaries. Article 136	This would be a significant negative for workers, though it appears neutral for the business (since they are in bankruptcy anyway). The beneficiary of this change is the State.
Definition of discrimination	Expand and clarify protected categories of workers, particularly to include albinism, disability, and other diseases. Ideally list conditions	Protection against discrimination was extended to include disability, ethnic origin, place of birth, religion,	Provides improved protections for workers and better workplace diversity, but also potentially increases risk of charges of discrimination against employers.

	as illustrative in order to not limit protections.	educational level, social status, marital status of the parents, occupation, political opinion, trade union membership, and chronic or degenerative diseases in addition to the previously protected classes of race, sexual orientation, and HIV/AIDS.	<p>Did not list conditions as “illustrative” so it does define and limit the protected classes to those listed.</p> <p>While Gender is NOT included here, it appears to be covered separately under the Special Rights of Working Women articles.</p>
Minimum working age	Clearly define minimum working age (no specific age recommendation)	<p>Minimum age was increased from 15 to 18 years old.</p> <p>With written permission of legal representative of the child, children from 15 to 18 years old may be employed.</p> <p>Eliminates prior authorization for specific types of work allowed for children from 12-15 years old.</p>	<p>Reduced labor by children below 18 years old.</p> <p>Risk to children between 15-18 years old because their parents or guardian can force them to work for wages outside the home.</p> <p>May be challenging for family-based businesses in which appropriate contributions of children are integral to the activity.</p>
Hierarchy of Sources of Law		Establishes that in cases of conflict between different sources of law and/or agreement (employment contract, collective labor agreement), regardless of the hierarchy, the source of law	Very favorable to the worker, while creating very uncertain conditions for the employer, particularly given the complex and extensive legal and regulatory regime which lacks harmonization. In addition to practical difficulties, this undermines the private sector’s trust and confidence in the

		more favorable to the worker will prevail.	legal system, enshrining a permanent advantage to the employee regardless of circumstance.
National Holidays		Establishes the nine official national holidays	Clarity benefits workers and businesses.
Bridge Days		Gives the right to declare bridge days off, eliminates mandatory notification period of 2 days. Excludes activities in the public interest. On bridge days granted for the conduct of elections, requires employers to create conditions for the workers to exercise their rights to vote.	The disruption of “bridge days” is made worse by the elimination of the required 2 day notification. It is unknown what the voting day expectations will be for employers??
Prohibition of Worst Forms of Child Labor		The worst forms of child labor are prohibited including slavery; trafficking; prostitution; illegal activities particularly drugs or illegal use of weapons; work which is harmful to the health, safety or morals of children.	Clearly prohibits “the worst forms” of child labor, but does this leave some uncertainty about general child labor (by persons below the minimum age, established in a separate Article.

Significant S&C recommendations not incorporated:

- *Principle of equality in payment:* Clarify that “equality” should be defined as similar position, length of service, and performance. Regulation should refer to a salary band and not to a specific salary when comparing two equal employees

Employment Contracts

Expands the types of work that **require a written contract**, providing better protections for workers. Terms and conditions for teleworking, intermittent and shift work contracts **include many trade-offs** between employer and employee benefits. May extend **flexibility for SME's to use fixed-term contracts** during the first 10 years of a company's existence. When terminating indefinite term contracts, **employers must provide significant notification periods and compensation**.

Recommendations were rejected which proposed to address **fixed term contract issues** (automatic renewal, severance pay, use by employment agencies), **mandatory retirement** for high-level employees, and **contract termination for violation of employee rights**.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Fixed Term Contract Renewals - SME exemption	The exception for use of fixed term contracts by SMEs should concern the number of renewals only. SMEs should not be able to use the "type of business" justification for ongoing use of fixed-term contracts.	Unresolved: One option is to maintain a six-year limit (allows only the standard 2 renewals of a fixed-term contract); a second option allows for a ten-year limit (allows 4 renewals). In either case, the exemption is valid only for the initial six/ten years of the small/medium business. Does not allow for exemptions based on the type of business.	A longer period for SMEs to use fixed-term contracts would reduce risk for SMEs (lowering severance and other costs), allow them to expand and reduce workforce more easily in response to market conditions, thus encouraging more entrepreneurs to start businesses and providing better conditions for SMEs to succeed. Protects workers from being forced to accept only fixed term contracts in certain types of business
Requirement for Written Contracts		The types of work that require a written contract was expanded to include service work, contract work, working from home,	Improved legal standards governing new types of work, providing better protection and negotiating power for employees and

		and temporary work.	greater certainty for employers.
Employment Contracts Shift Work	<p>Normal work week should be 60 hours for shift work.</p> <p>Relax the 12-hour daily limit.</p> <p>Holidays during shift work should not be compensated by extra pay or rest.</p>	<p>Maximum work schedule is 12 hours per day, maximum of 4 weeks consecutive working time. Rest period must be at least half the working period. Weekly rest days and holidays are considered normal working days and not eligible for extra compensation, but comp days will be added to the rest period.</p>	<p>Reduces the burden of overtime pay for companies whose work requires 12 hour work shifts. Reduces costs for companies and also reduces the number of jobs created if companies can use 12 hour shifts rather than multiple 8 hour shifts.</p> <p>For workers, there may be benefits for workers that prefer this schedule.</p>
Employment Contracts Intermittent		<p>Terms include: these are indefinite term contracts; period of work must be at least 6 months of the year; for calculating length of service the non-working periods are not counted; the worker has the right to payment according to a collective bargaining agreement or 50% of the normal salary during periods of inactivity; the employee has the right to do other work during periods of inactivity.</p>	<p>Establishes for both employers and employees the requirements for intermittent employment contracts.</p> <p>Workers' right to payment during the period of inactivity is a disadvantage for employers and may discourage firms from using this type of working arrangement.</p>
Employment Contracts Teleworking		<p>Establishes terms and conditions, rights and duties of teleworkers, including the right to not be isolated with the employer maintaining regular contacts, and the employee's duty to come to the business</p>	<p>Establishes for both employers and employees the requirements for teleworking employment contracts.</p>

		establishment whenever requested	
Employment Contracts Multiple Employers		Allows for a worker to have multiple contracts with multiple employers (“pluriemplego”)	Improves flexibility for employers and employees, and improves options for the use of the intermittent work contract.
Indefinite Term Contracts		Contracts that do not include a specified end date are treated as indefinite term contracts.	Greater protection for workers on “open-ended” contracts who gain all the rights of indefinite term contracts. Greater certainty for employees - they must indicate an end date (and be governed by the rules for fixed-term contracts) or comply with law regarding indefinite term contracts.
Contract Termination Indefinite Term Contract - Severance		Termination without just cause for indefinite term contracts grants compensation of 45 days payment for each year of service (pro-rated as needed).	Incentive for businesses to follow labor laws when terminating employees. Greater protection for employees.
Contract Termination Indefinite Term Contract - Notification		Notification periods established for employer to communicate to employee, with requirement to pay compensation for the notice period in the case of failing to provide notice.	Improved protections for workers.

Significant S&C recommendations not included:

- *Mandatory retirement exemption:* Priority for the private sector to allow key employees to continue performing short term or specific work after the mandatory retirement, to enable the transfer of experience and unique skills of managers or members of the administration.
- *Indefinite term contract period:* Define indefinite term contracts as valid for two years with on-going automatic two-year extensions.

- *Fixed term contracts, automatic renewal*: Eliminate automatic renewal of fixed term contracts, and define the notice period for the extension of the contract
- *Fixed term contracts, severance pay*: Severance pay for termination of fixed term contracts should be equal to that for indefinite term contracts (base salary plus seniority bonus)
- *Fixed term contracts, employment agencies*: Eliminate the limitation on renewals of fixed term contracts for EPAs since they continually may provide the same employee to various clients and the employee should not have to become permanent staff (indefinite term contract) of the EPA
- *Contract termination, violation of employee’s rights*: Establishment of a provision that indicates exemplary situations of violation of employee’s rights by the employer, which justify just cause for termination of the contract by the employee

Rights, Benefits and Protections for Employees

Workers’ rights expanded to include ***timely payment of wages*** and ***daily subsistence allowances*** when traveling. The right to ***privacy regarding HIV/AIDS status*** was affirmed.

Protections strengthened for ***pregnant women & new mothers – prohibits dismissal*** without cause up to one year following maternity leave; accommodates ***breastfeeding***, and ***extends the statute of limitations*** for both claims and disciplinary appeals to incorporate maternity leave.

Allowable leave from work was increased: Maternity leave was extended from 60 to 90 days and ***paternity leave*** from 1 to 7 days. Paternity leave was extended to 60 days in the case of the death/incapacity of the mother. ***Bereavement leave*** was extended to in-laws (*sogros, genros, noras*), and ***30 days of sick child care leave*** was added.

Protection through safety and hygiene regulations improved, with violations by either employers or employees specified as punishable offences.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Parental Leave	Standardize leave periods with the rules for state employees (90 days	Leave was standardized per recommendation.	Increased maternity leave to international standard, which, while increasing costs to business, is seen widely to ultimately

	women, 7 days men), including in cases of adoption. Allow men the equivalent of “maternity leave” if the mother is incapacitated or absent	<p>Leave for adoption was not included.</p> <p>Leave for men when mother is incapacitated is less than the standard maternity leave (60 days vs. 90 days)</p>	<p>benefit both employees and businesses.</p> <p>Maintains unequal treatment of men and women, rather than providing for standardized “parental” leave.</p>
Maternity and Paternity Protection	<p>Eliminate provision addressing dismissal without cause (since dismissal without cause is not allowed in any case).</p> <p>Provide spaces for breastfeeding, and clarify period during which the woman is allowed to take breastfeeding breaks</p>	<p>Protection against dismissal without cause extended from one year following birth to one year following maternity leave.</p> <p>Protection for breastfeeding breaks extended from one year following birth to one year following maternity leave.</p> <p>Spaces for breastfeeding was not addressed.</p>	<p>Improved protections and accommodations support women to be stable and productive employees.</p> <p>Demonstrates lack of understanding of the general prohibition against dismissal without cause.</p>
Medical Tests		Prohibits testing for HIV/AIDS for both general workers and for minors.	Protects employees from public knowledge of their HIV/AIDS status which is not a necessary piece of information to determine capability to perform the job..
Rights to Payment and Travel Allowance		<p>Guaranteed right to be paid on time according to the contract.</p> <p>Added right to daily allowances and meals when travelling outside normal place of employment</p> <p>Guaranteed that any contracts or collective</p>	Adding the right to per diems during travel opens a new arena for labor negotiations, and increases costs for employers particularly when “travel” may be poorly defined. This is a benefit for workers but may better be left to the private sector

		labor regulations that waives these rights is nul and void.	negotiation of contracts. Clarifying that these rights cannot be waived provides certainty for employers and protection for workers.
Statute of Limitations for claiming rights under contract / appealing disciplinary decisions		Unresolved: Statute of limitations for claiming rights is proposed to remain same (6 months) or be extended to 12 months. Statute of limitations is suspended during maternity or paternity leave, or periods of illness or imprisonment.	Suspension of the statute of limitation during maternity/paternity leave is a benefit to workers and protection against discrimination.
Leave from work		Guarantees 30 days vacation regardless of the period of service, increased from 12 days in first and 24 days in second year of employment. Adds in-laws to the eligible 5-day bereavement leave Provides up to 30 days leave per year to care for sick or hospitalized children .	This increases costs for employers and may discourage new hiring, as well as increase disruptions/lower productivity. A great benefit for any employee.
Safety and hygiene		Violations of safety and hygiene regulations by either employees or employers defined as serious and punishable by disciplinary action (for workers) and fines or suspension of activity (for businesses)	Ensures safety and hygiene regulations are implemented and enforced, protecting businesses and workers.

Significant S&C recommendations not included:

- Allow for compensation time in lieu of overtime pay

Employee Monitoring and Disciplinary Procedures

The approach to **employee privacy rights was balanced**, with a prohibition against physical examination of employees or inspection of bags on entry/exit of company property, while allowing evidence from video/camera surveillance of employees in criminal cases but not for performance monitoring.

Harassment, specifically sexual harassment, was prohibited as a punishable offence. **Trade unions** maintained their central role in disciplinary proceedings. **Extension of the statute of limitations** to appeal termination increased from 6 to 12 months. **Dismissal is prohibited** for political, trade union membership, ideological, or religious reasons.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Use of video/camera surveillance for disciplinary procedures	Allow use of remote (camera/video) surveillance evidence to initiate and prosecute disciplinary procedures for criminal acts, breach of company security or acts that result in economic loss to the company, but not for performance monitoring	Included per recommendation, with the requirement that employee's are notified of the presence of recording equipment.	Improved security and protection against theft/crime for employers. Recorded performance monitoring is still not allowed, which may lower productivity and reduce competitiveness.
Protection of	Prohibit employee	Prohibits employers from searching	Limits employer's ability to dissuade and

Employee's Dignity Personal belongings	bringing magazines to work that may be used to conceal theft from the company.	employees personal belongings (purse, backpack) either entering or leaving the workplace.	prevent theft, and to maintain security and safety (regarding what employees may bring into the building).
Disciplinary Violations Harassment and Sexual Harassment	Include sexual harassment as a punishable offense. Clarify definition of harassment.	Defines harassment, and in particular sexual harassment, and establishes that both are subject to disciplinary proceedings.	Improved protections for workers, and improved clarity and guidelines for employees. Businesses may face increased claims and liability for harassment.
Disciplinary Proceedings	Suspend the requirement that decisions must be rendered within 30 days, in cases where the employee needs additional time to gather evidence	A period of 5 days is allowed for the employee to gather evidence, and the decision period is reduced from 30 days to 25 days.	
Disciplinary Violations and Proceedings	Eliminate mandatory prior notification of suspension and allow for immediate suspension in cases of being caught in the act or when employee may interfere in the investigation	Included per recommendation	Enables employers to immediately address serious infractions and reduce risk of re-occurrence or backlash from accused employee.

Dismissal		Dismissal is unlawful for political, trade union membership, ideological, or religious reasons.	Protects workers against dismissal for non-work related reasons.
Disciplinary Proceedings Notice of Decision		If the employee avoids receiving or refuses to sign the letter of notification of the decision, the company is allowed to post the notification within the company grounds as an alternative.	Better protection for businesses against workers' claims of unlawful termination.

Significant S&C Recommendations not included:

- Eliminate requirement to send case to trade union for their non-binding opinion, even if there is no trade union committee in the company. Or, allow the proceedings to continue if the trade union does not provide the requested/required opinion within the required time frame.
- Eliminate the mandatory hearing except in cases where requested by employee – otherwise, written responses are adequate
- Clarify that the party that requests evidence must bear the cost of gathering it.

Termination of Contracts

Incompetent or incapable workers can more easily be terminated, with clearer definitions and elimination of requirement for training and compensation. **Severance pay** was not reviewed, maintaining greater burdens and uncertainty for employers. **Employee resignation** made more difficult and costly with increased notice periods or compensation due to employer. **Collective redundancy** made easier.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Termination for just cause by the employer	Clarify rules for termination if the employee is unable (due to lack of skill/poor	Extends the period for appealing termination from 3 months to 6 or 12 months (pending).	Employers gain greater flexibility and lower costs when terminating workers who are not capable of performing their jobs.

	performance) to perform the job. Eliminate requirement to provide vocational training, since all cases of poor performance are not due to needing additional training	<p>Clarifies the definition of a worker’s “inability to perform his job” and rules for termination</p> <p>Eliminates the requirement to provide professional training to enable the worker to continue in his position</p> <p>Eliminates the right to compensation in the event of termination for lack of ability to do the work.</p>	Employees lose job security and compensation when terminated.
Employee resignation		Notification period for written resignation doubled (potentially up to 60 days, several specific options still under debate). If notification is not timely, the employee has to reimburse the employer either one or two times (still under debate) the equivalent salary of the notice period.	<p>Benefit for employers who have longer period to adjust to a resignation, but creates a challenge for businesses that want to hire a new employee quickly.</p> <p>Employees have greater difficulty switching jobs.</p>
Collective layoffs		Collective redundancy was expanded to include a period of 3 months during which an employer terminates 10 or more workers (8 in the case of small companies) for structural, economic, technological or market reasons.	Streamlines the process for lay-offs, enabling more efficient negotiation and agreement of benefits more efficient. Details of this process will be established in regulation.

Significant S&C Recommendations not included:

- *Severance for termination for just cause:* Review criteria and calculation for indemnization following termination

Trade Unions and Strikes

Essential services required to maintain minimum services during a labor strike expanded to include transport, hotels, restaurants, grocery stores. **24-hour notice** required for a legal strike. Recommended **reductions of responsibilities for businesses** in regard to trade unions were rejected. Options for businesses in dealing with **illegal strikes** were rejected.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Essential Services		Includes transport services, hotels and restaurants, and food retail that cannot participate in strike actions.	
Notification		Requires 24 hour notification of strike, otherwise the strike will be declared illegal	

Significant S&C recommendations not included:

- Eliminate employer responsibility to collect dues
- Eliminate excuse of union business when union officials are not performing their job duties. Employee representatives should not receive their employment salary during the time they are negotiating on behalf of the union (they should be paid by the union)
- Eliminate requirement for alternative dispute resolution
- Allow for collective disciplinary proceedings in case of an illegal strike (rather than individual proceedings)
- Provide employers the right to lock out employees whenever it is determined that it is legal for the union to strike.

Foreign Workers

MITESS will take final responsibility for **foreign work permits** in all areas of work, reducing the risk of work permit revocation in case of conflicts between MITESS and other sector Ministries. The **disproportionate quota system** was maintained. **Contract renewals** were simplified, but most recommendations regarding **streamlining and rationalizing the hiring of foreign workers** was rejected.

Issue/Provision	S&C Recommendation	Proposed Revision	Impact / Trade-Off
Foreign Workers Specific Areas	Apply the same standard to all companies, eliminating the restrictions on NGOs and other organizations that offer short-term technical assistance.	Minister MITESS must grant permission for the hiring of foreign nationals to work in foreign NGOs, scientific research, teaching, sports work, medicine, nursing, civil aviation piloting and other areas of specialized technical assistance, after consultation with the Ministry that oversees the specific sector.	<p>May reduce conflicts of opinion/decision (between MITESS and other sector Ministries) and resulting revocation of work permits.</p> <p>Identifies the specific areas of work that require MITESS approval, with the assumption that other areas of work would not require MITESS approval. However, does not address the onerous requirements of engaging foreign workers (evidence of diplomas etc.)</p>
Foreign Workers Quota system		Not included. Maintained quota system of 5% of all workers in large companies; 8% of workers in medium companies, and 10% of workers in small companies.	Large companies are disproportionately limited from hiring foreign workers which may limit their competitiveness, knowledge/skills transfer to local staff, and ability to attract foreign investment.
Foreign Workers Contract Renewals		Establishes 2 automatic renewals for foreign worker contracts. Adds the requirement to provide training to Mozambican workers to fulfill the position in future.	Guarantees a maximum of two renewals (renewals previously required approval of the Minister), providing more certainty and stability to both the company and the foreign worker, making it easier to attract skilled foreign workers. This is in alignment with other fixed-term contracts. Unclear how the requirement to provide training to Mozambican workers will be enforced, but

			this may be seen as an additional cost/burden on the employer. However, it is seen as in the national interest to ensure skill/knowledge transfer.
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Significant S&C Recommendations not included:

- *Foreign Workers, quota system:* Change the quota to 1 foreign worker for every 10 national workers, regardless of the size of company. Current percentage quote determined by size of business is disproportionate.
- *Foreign Workers, pending work permits:* Allow workers that are applying for a work permit for permanent employment to ALSO receive a permit for short term work (this requires defining the short term work as more than just “ad hoc or unforeseeable situations”
- *Foreign Workers, work permits for meetings:* Eliminate requirement for work permits/notice for foreign workers not resident in Mozambique but required to attend meetings, or the partners/managers/administrators of the company who need to visit for work but are not resident in Mozambique.
- *Foreign Workers, time limit for granting work permit:* Establish a tacit approval regulation so that if the time limit is passed without issuing the permit, it is assumed that the permit is approved and the worker can begin work, or establish a “foreign worker notice protocol” that would allow for the employee to begin work upon submission
- *Foreign Workers, private employment agencies:* Allow EPAs to hire foreign workers to transfer to their client companies, as long as the client company is in compliance with other regulations
- *Foreign Workers, transfer of work location:* Eliminate the requirement to notify the authorities and await approval for a foreign worker to be transferred from one branch location or headquarters to another branch location
- *Foreign Workers, business visa vs. work permit:* Allow holders of a business visa to remain in the country while applying for a work permit, rather than having to leave while work permit is being processed